

## Accessibility Policy

At EACOM Timber Corporation, we are committed to providing a respectful, welcoming, accessible and inclusive environment for all persons, including those with disabilities.

To achieve this goal, we will respect federal and provincial laws, including the Accessibility for Ontarians with Disability Act (AODA), by ensuring that our policies and procedures identify, remove and prevent barriers that might interfere with the ability of people with disabilities to interact with the Company.

Specifically, we will apply the AODA standards and practices to the following policies and processes:

- Accessibility plans;
- Employee training and awareness programs;
- Communication standards, including internet protocol WCAG 2.0 Level AA;
- Recruitment, performance management and succession planning;
- Return to work processes;
- Health and Safety and emergency preparedness programs.

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*August 28, 2018*

A handwritten signature in blue ink, appearing to read "K Edgson", is written over a faint, light blue grid background.

**Kevin Edgson**  
President and Chief Executive Officer

